

▶▶▶▶ Insights:

Monthly Workforce

Report



December
2022

Insights at a Glance

iCIMS' December Insights report provides an exclusive look into the latest labor market activity and trends drawn from our proprietary database of employer and job seeker activity from more than 4,000 customers and hundreds of millions of data points across job openings, job applications and hires.

Employers and job seekers alike face mixed signals surrounding the business landscape as the end of the year approaches.

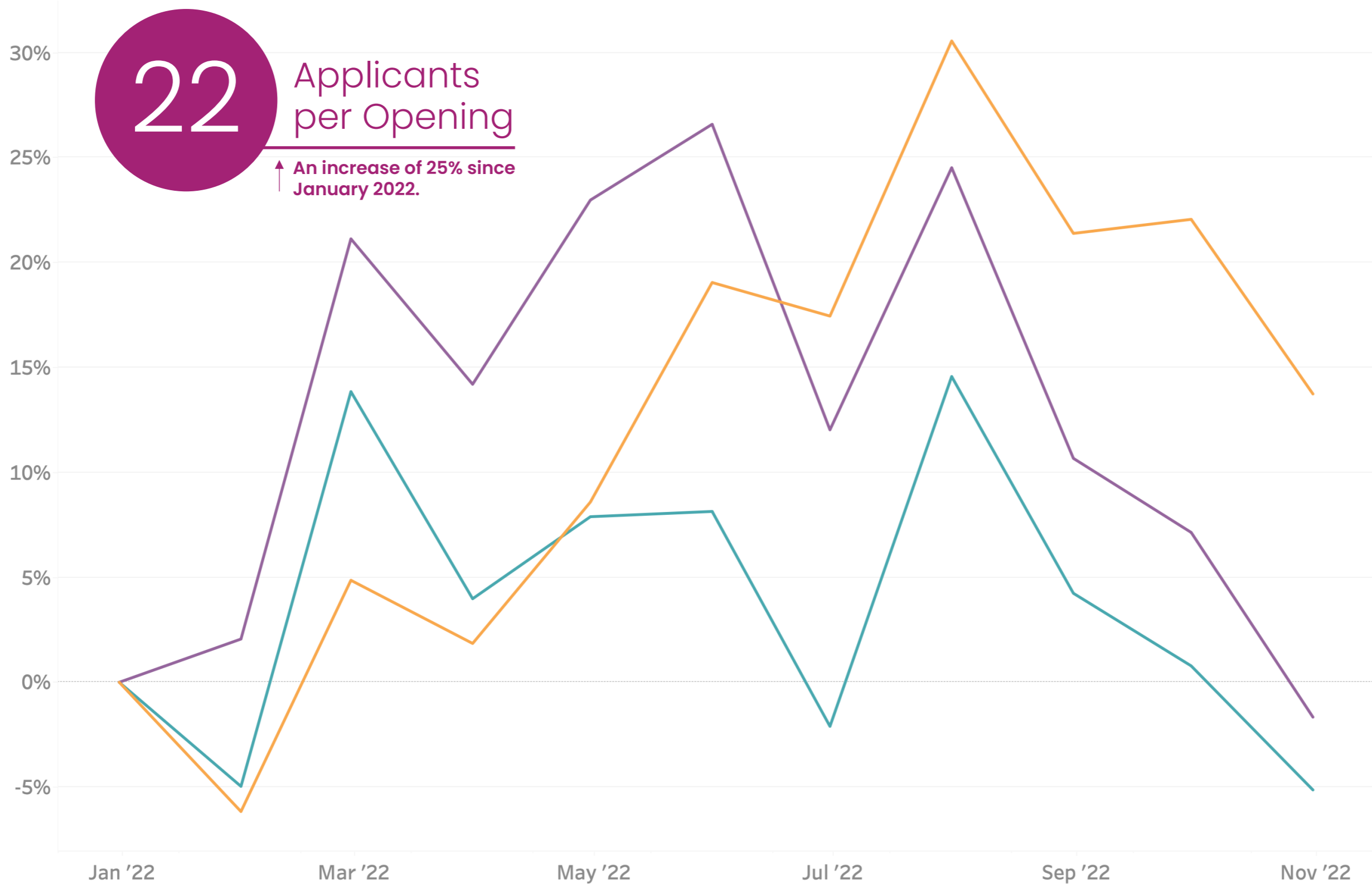
Job openings, job applications and hiring activity continue to trend downward - a pattern that has been in play for the last several months. There is much buzz surrounding what's happening in the job market, but the declines are likely due to typical year-end seasonality.

A slowdown in hiring is not uncommon for this time of year. Similar patterns can be found in iCIMS data in years past.





The state of the talent market



↑
14%
Job applications

↓
2%
Hires

↓
5%
Job openings

since Jan. 2022

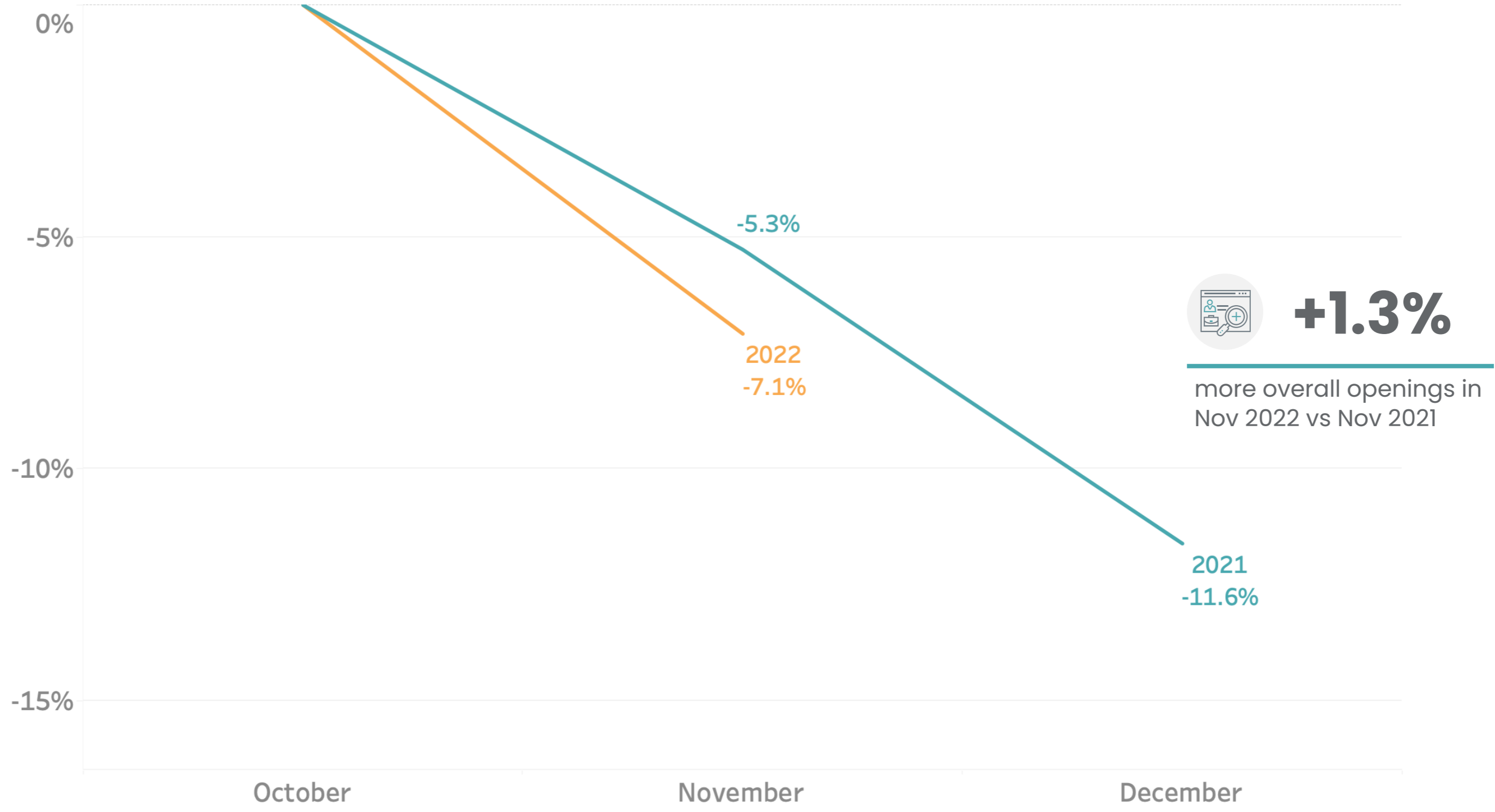
Platform Indicators
Job Openings, Applications and Hiring Activity
January – November 2022

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Q4 brings a downward trend in job openings

Job openings are expected to continue dwindling through the end of 2022, in line with seasonal data trends.



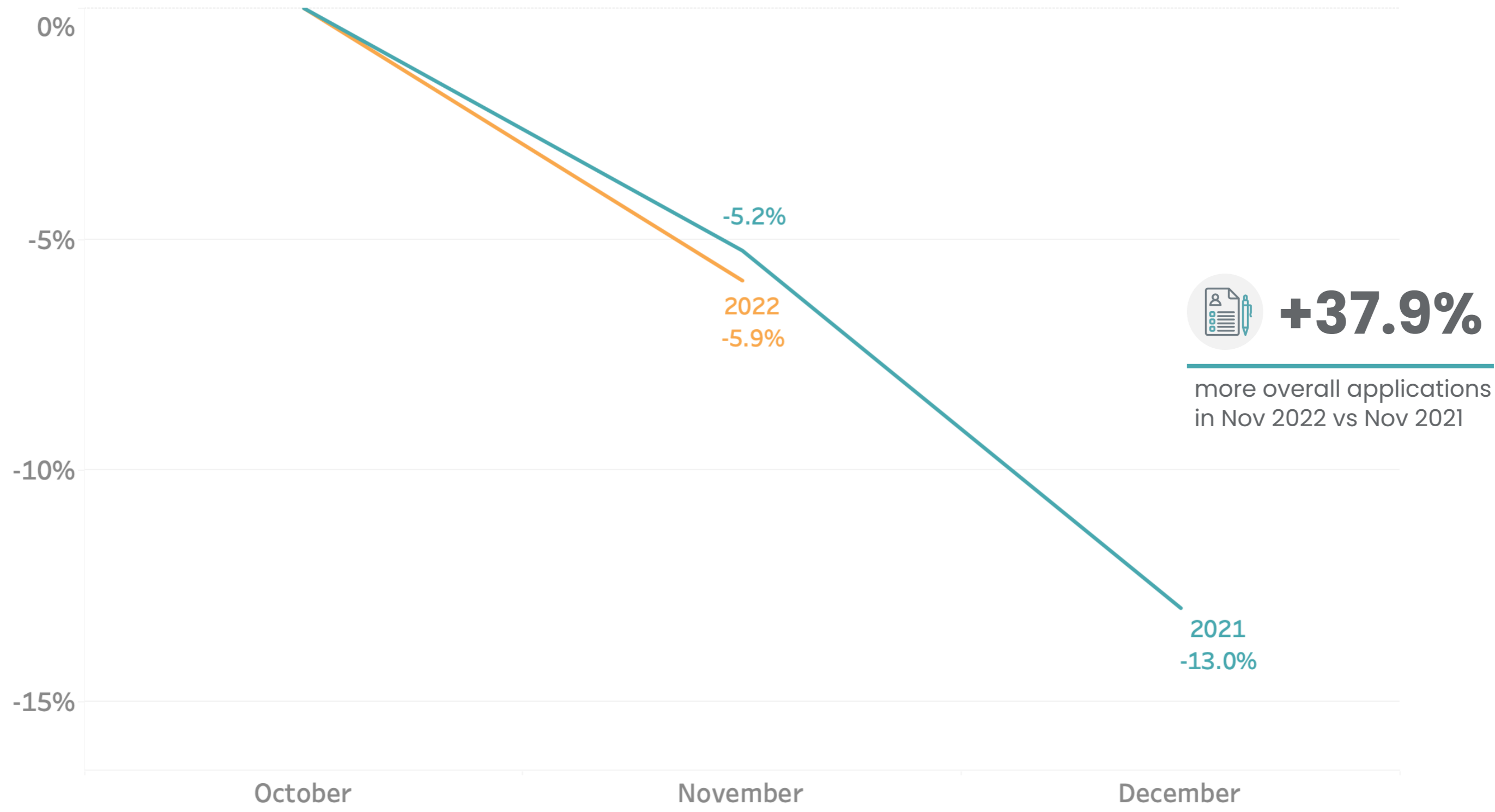
Job Openings Percent Change
Q4 2021 & 2022

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Job applications activity slows as end of year looms

Despite close to a 40% increase in application volume from November 2021 to 2022, Q4 slowdown patterns are similar year-over-year.



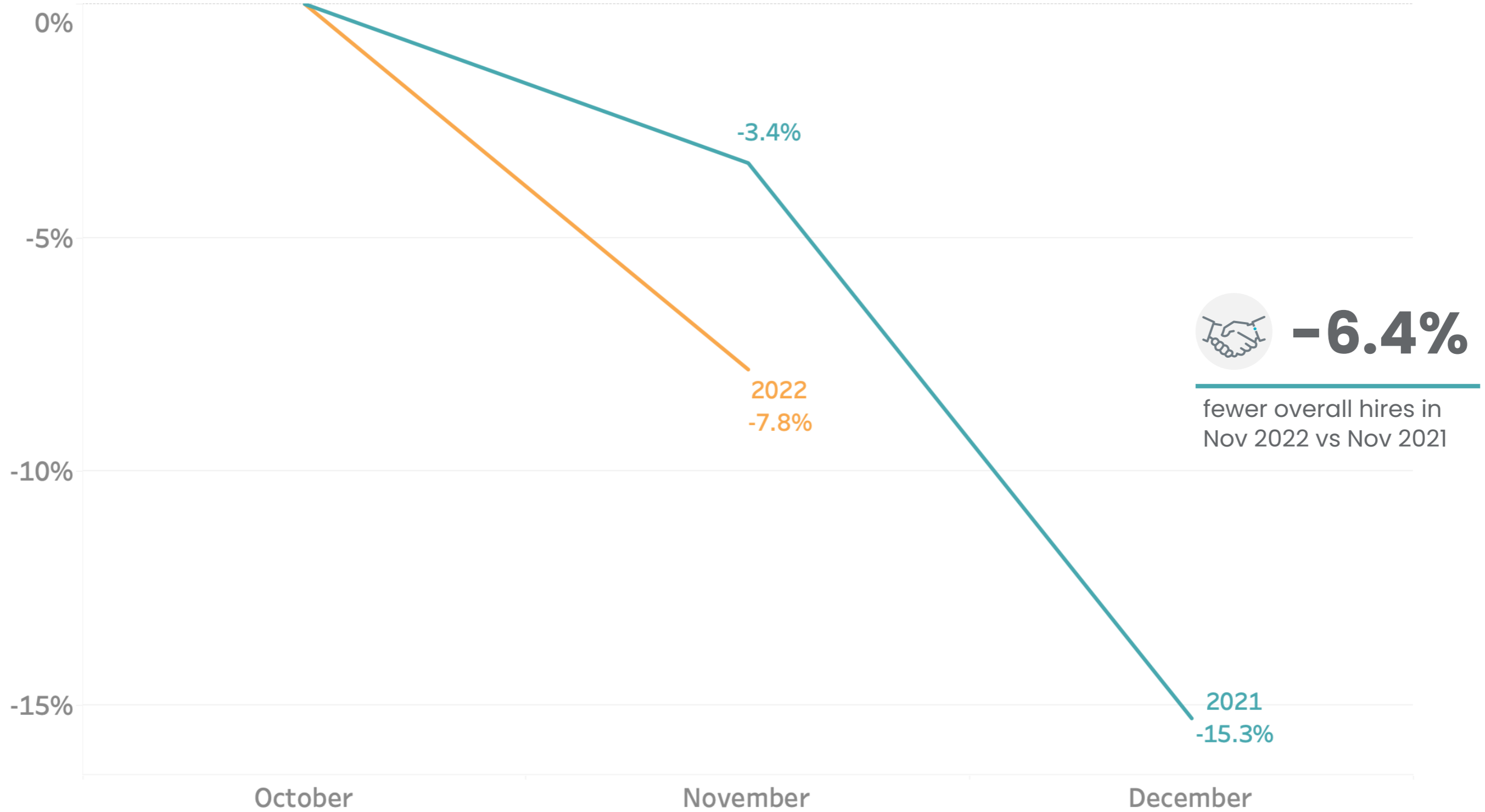
Job Applications Percent Change
Q4 2021 & 2022

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Steep drop in hires with one month left in 2022

Hiring activity is down more than double as compared to November 2022.



Hires Percent Change
Q4 2021 & 2022



About iCIMS

iCIMS is the talent cloud company that empowers organizations to attract, engage, hire and advance the right talent that builds a diverse, winning workforce. iCIMS accelerates transformation for a community of more than 4,000 customers, including 40% of the Fortune 100, that collectively employ more than 34 million people around the world.

For more information, visit www.icims.com.

About iCIMS Insights proprietary platform data

iCIMS Insights provides a deep understanding of the talent market through data drawn from its platform. iCIMS' proprietary database includes employer and job seeker activity from more than 4,000 customers and hundreds of millions of data points across job openings, job applications and hires. iCIMS customers represent key sectors of the U.S. economy, with expansive geographic, industry, and occupational representation. As the leading talent cloud company, iCIMS' expertise and data intersect to deliver unparalleled insights helping business and HR leaders to better understand workforce trends and drive competitive advantage.